



**MEDICAL SCIENCES COUNCIL  
OF NEW ZEALAND**  
TE KAUNIHERA PŪTAIAO HAUORA O AOTEAROA

# Summary of Feedback received– Anaesthetic Technician Supervision Policy Consultation

Jan 2025

The Medical Sciences Council consulted on supervision policy for Anaesthetic Technicians who are new or returning<sup>1</sup> to the profession. The Council is permitted under the Health Practitioner's Competence Assurance Act 2003 (The Act) to require supervision of practitioners to protect the public while supporting practitioners during a period of professional change.

## Outcome

### Supervision for new graduate anaesthetic technicians

As a result of the consultation the Council has developed a policy and supporting documentation for the supervision of New Graduate Anaesthetic Technicians. The requirement for supervision will be applied as a recertification programme under section 41 of the the Act.

### Supervision for internationally qualified or return to practice anaesthetic technicians

The Council is also developing a separate policy for newly registered Anaesthetic Technicians who received their qualification outside Aotearoa New Zealand or who are returning to practice after a significant break away. This policy will be consulted on shortly.

### Supervision for registered anaesthetic technician with a condition on practice

The Council's [supervision policy as a condition](#) remains in place for all other practitioners who have supervision applied as a condition on practice. There are no changes required for those who currently have supervision as a condition on practice.

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<sup>1</sup> Returning to the profession indicates those who are returning to work in Aotearoa New Zealand following a break from practise of more than 3 years.

## Summary of responses

There were 97 unique responses to this consultation, four of which were completed on behalf of an organisation.

In response to the first question “Do you agree with the proposal for Aotearoa New Zealand graduates to undergo supervision for at least two hours per week for the first six months of practice?” 57% agreed with the proposal, 29% disagreed and 14% were neutral.

In response to the second question “Do you agree with the proposal for the practitioners listed below to undergo supervision for at least one hour per week for the first six months of practice?” 51% agreed with the proposal, 29% disagreed and 18% were neutral (2% did not respond)

In response to the final question, do you agree with the proposed policy for supervision requirements for Anaesthetic Technicians? 60% agreed with the proposed policy, 25% disagreed and 15% were neutral.

A summary of general themes is shown below:

### Minimum number of hours

All submitters supported supervision for new graduate practitioners. Feedback received indicated that a minimum number of hours is required, but that flexibility was required to meet the needs of individual practitioners. The number of hours indicated varied between submissions, some felt that the 2-hour minimum was adequate, while others felt that full time supervision should be mandated, especially when first beginning practise.

Most submitters indicated that supervision is also required for all new overseas qualified practitioners, however some submitters felt that different requirements should apply depending on which country the practitioner was qualified.

### *Council response*

The Council policy requires supervision of all practitioners who have not previously practised in Aotearoa New Zealand to support appropriate transition. The number of hours is specified as a **minimum** requirement. Supervision can be in many forms with can include direct clinical oversight, being in close proximity to the practitioner, or formal meetings where practice development is discussed. It is expected that the type of supervision and the length of supervised time will vary depending on the practitioner’s experience, level of competence and length of time in practice.

It is also expected that close clinical supervision is required in the initial stages of practice which decreases over time.

### Responsibility during supervision

Some submissions indicated a misunderstanding about who is responsible for the practice of those under supervision and were concerned about the implications of this for when a supervisor is away, or when an incident occurs.

### *Council response*

Practitioners are responsible for their own practice, within the limits of their competence and experience. The supervisor is responsible for ensuring that the practitioner is provided with appropriate support to practise safely. The Council has developed supervision guidance to help support supervisors and practitioner to progressively hand over the responsibility for care as competence is demonstrated.

### Type of supervision

Several responses requested clarification of the type of supervision required by the Council and what form this could take as part of providing supervision.

### *Council response*

For the purposes of the policy the Council has defined supervision as:

*“A formal process of professional support and teaching to enable the practitioner to build on their knowledge, skills, and professional attributes, and to progressively assume responsibility for their own practice.”*

The Council does not mandate a specific form of supervision however, it is expected that the practitioner being supervised will require a variety of supervision styles over the supervision period. Further information about this is provided in the Supervision Guide.

### Supporting documentation and reporting

Many submissions requested that the Council provide additional information to support the supervision process and clarify the reporting expectations to the Council.

### *Council response*

As part of changing the process of supervision the Council has developed the following:

- A supervision guide
- Supervision report template
- Supervision log template
- Supervision agreement template

The Council has also provided access to an online supervision education course which will support supervisors in providing appropriate supervision. This education can be attributed as continuing professional development for the purposes of the recertification programme for Anaesthetic Technicians.

Reports required from supervisors support the Council to determine whether the practitioner has the required competence to practise safely. The report template provides a place where the supervisor can raise concerns about unsatisfactory progress with entry to practice or to also make recommendations about the early completion of the supervision period.

The Council will host a series of webinars to support understanding of the policy.